

Fig. 1

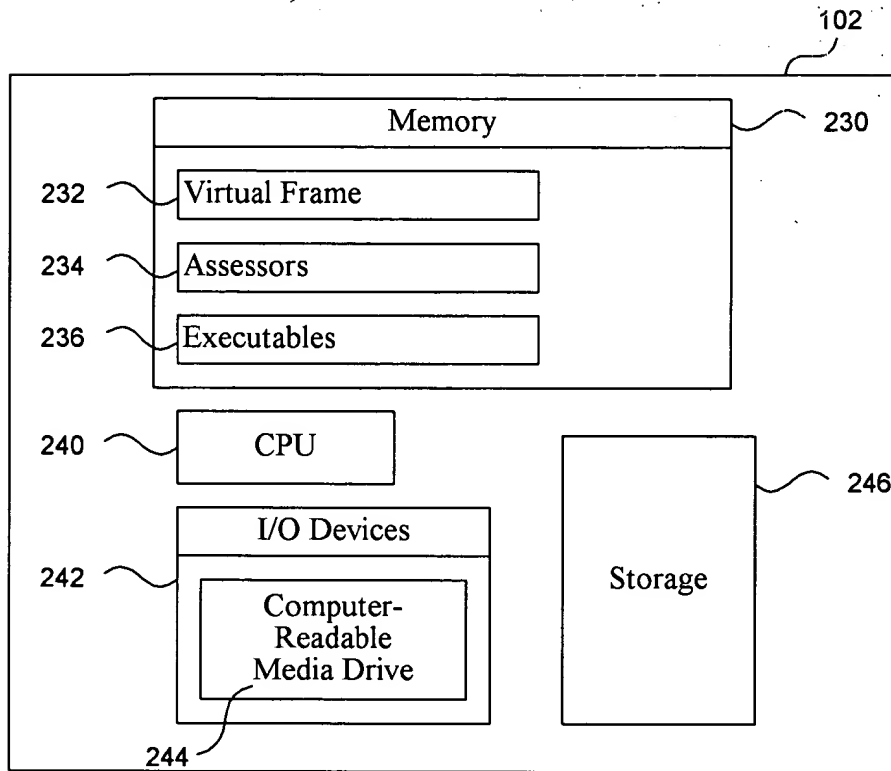


Fig. 2

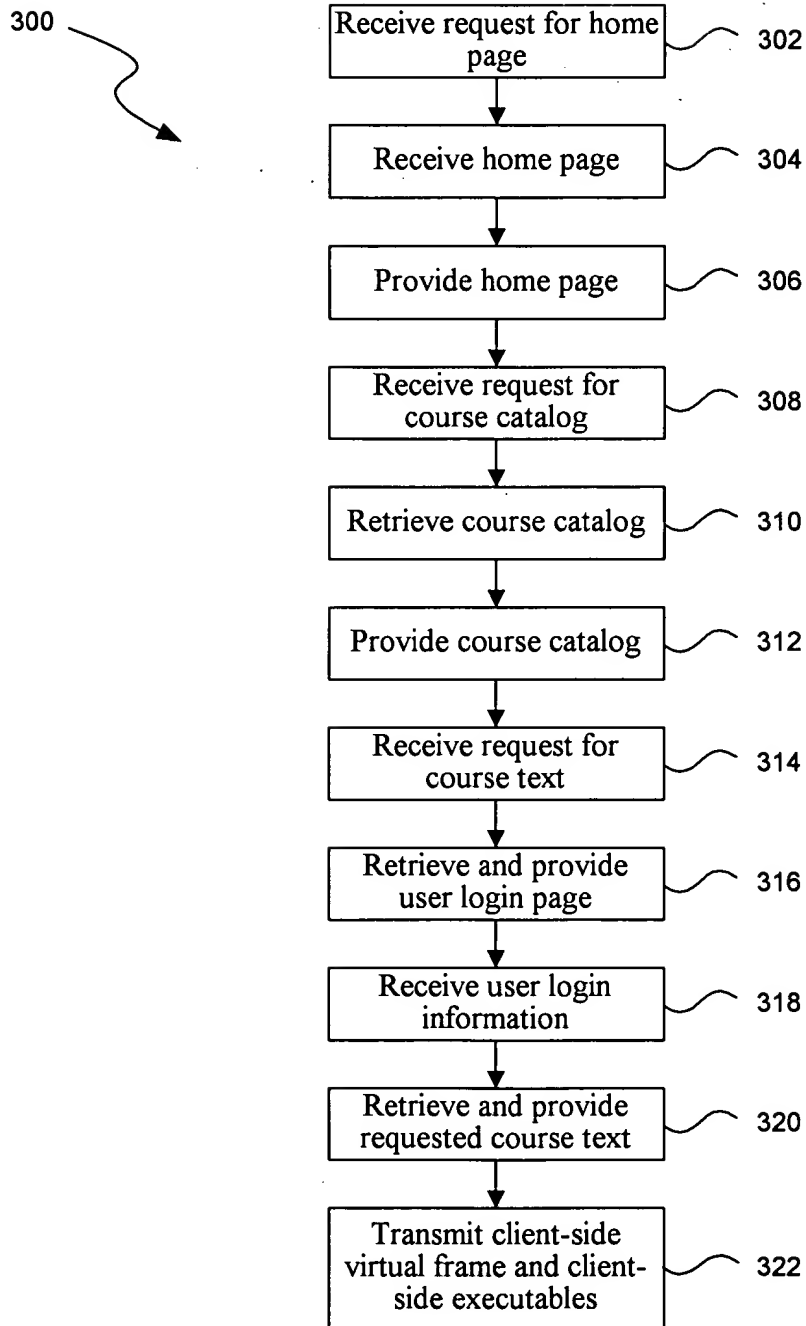


Fig. 3A

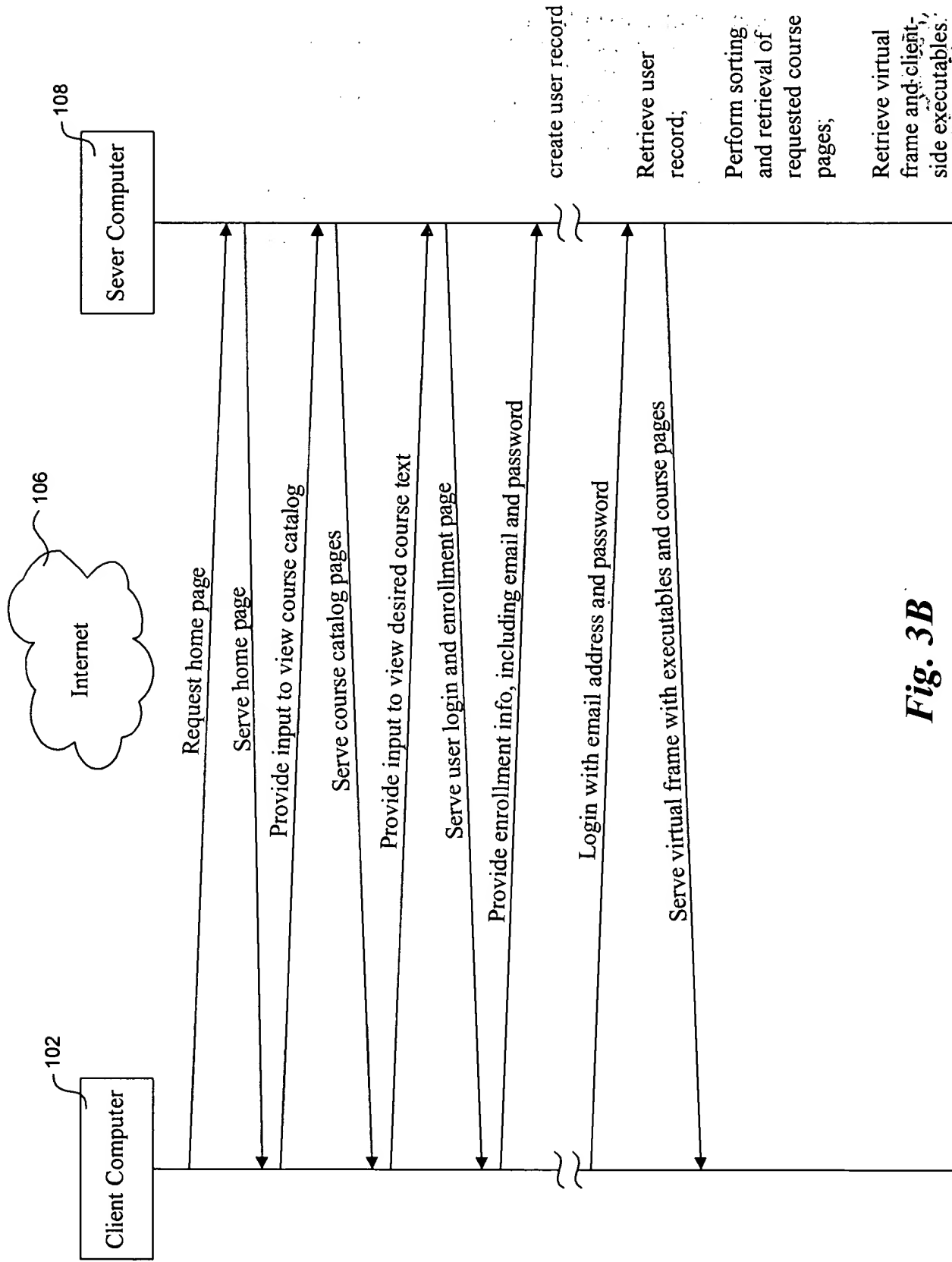


Fig. 3B

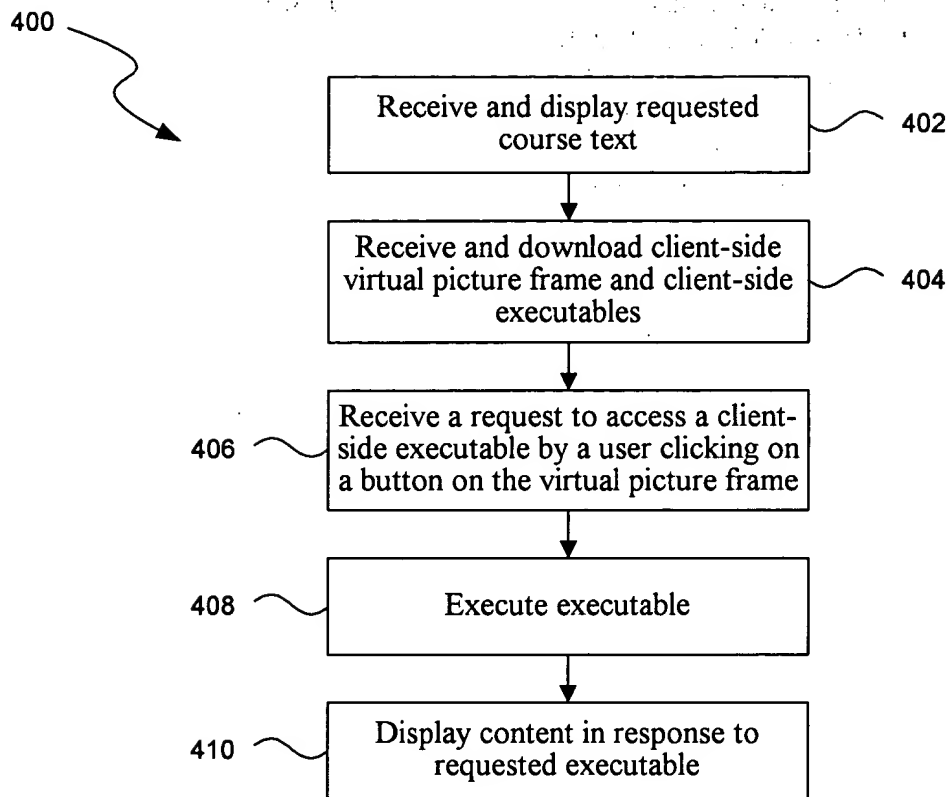


Fig. 4

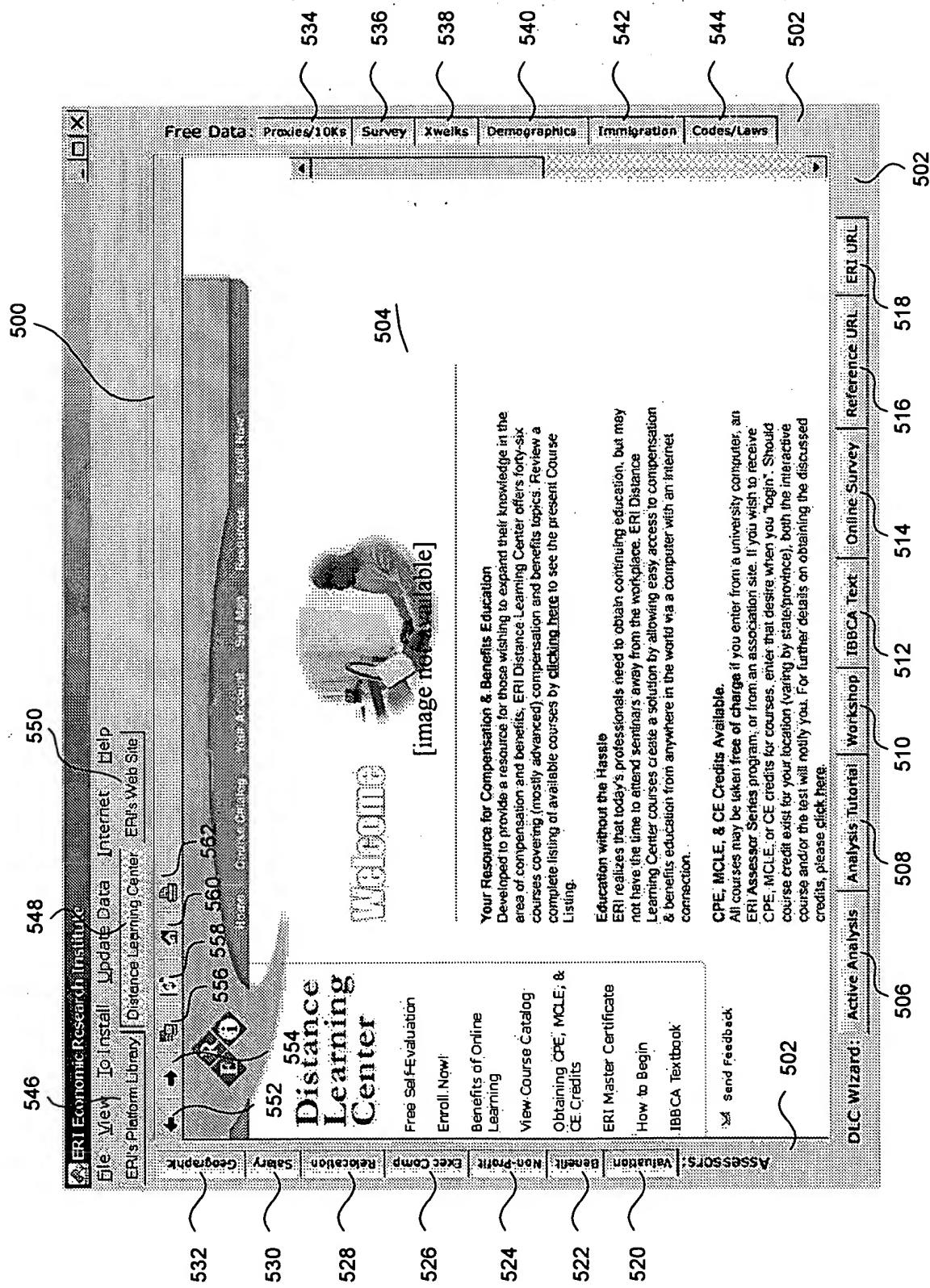


Fig. 5

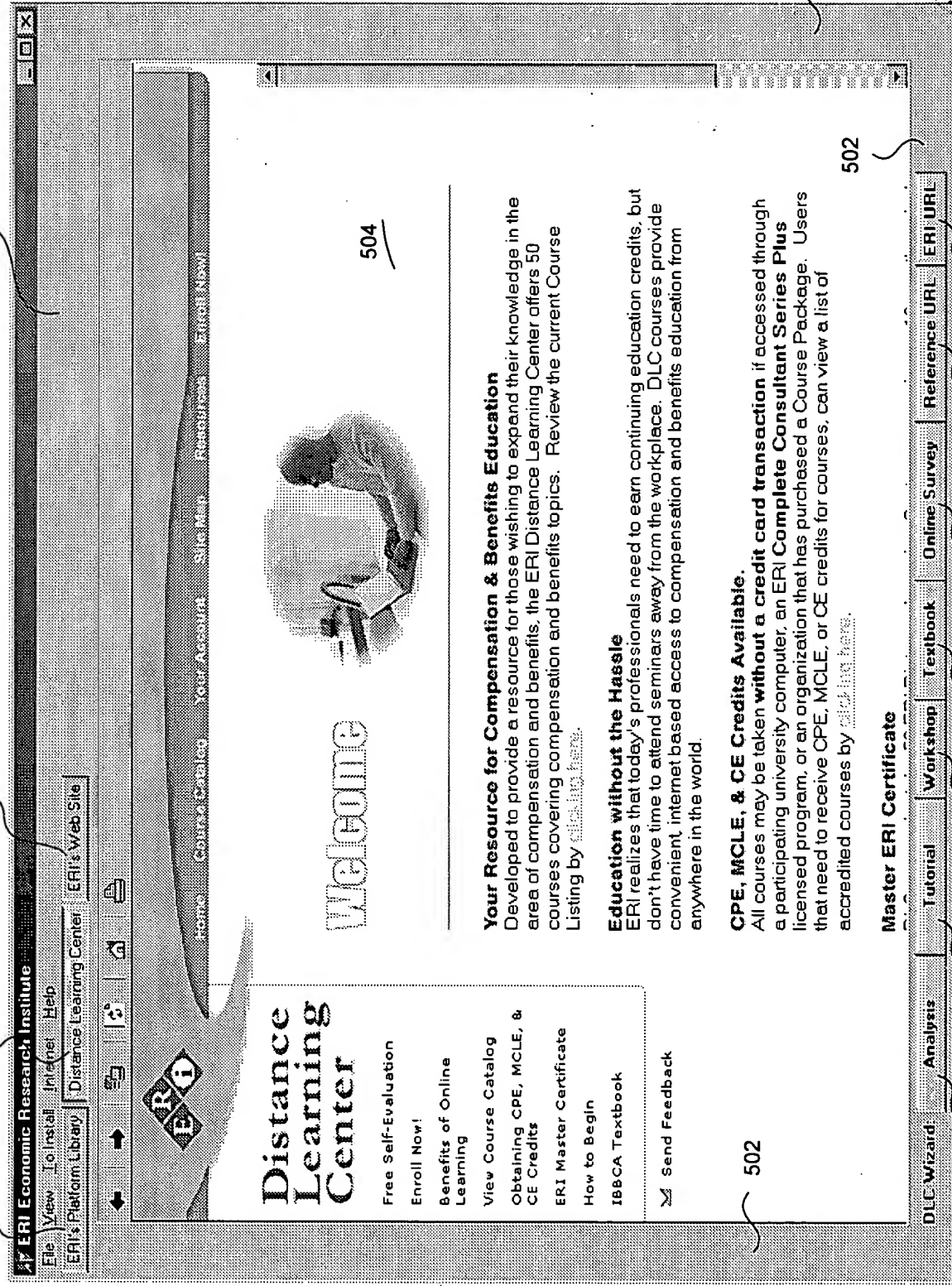


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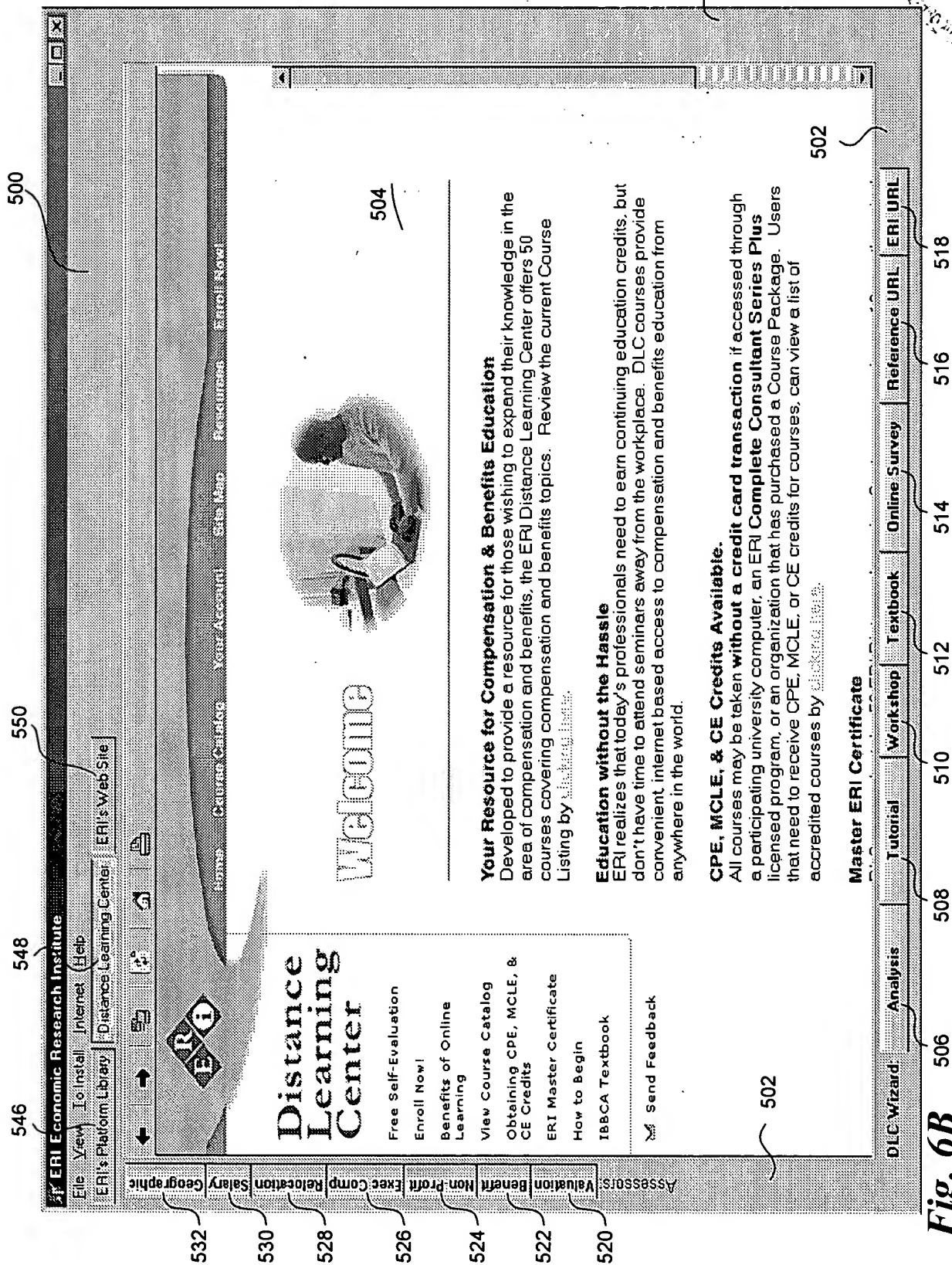


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Fig. 6A



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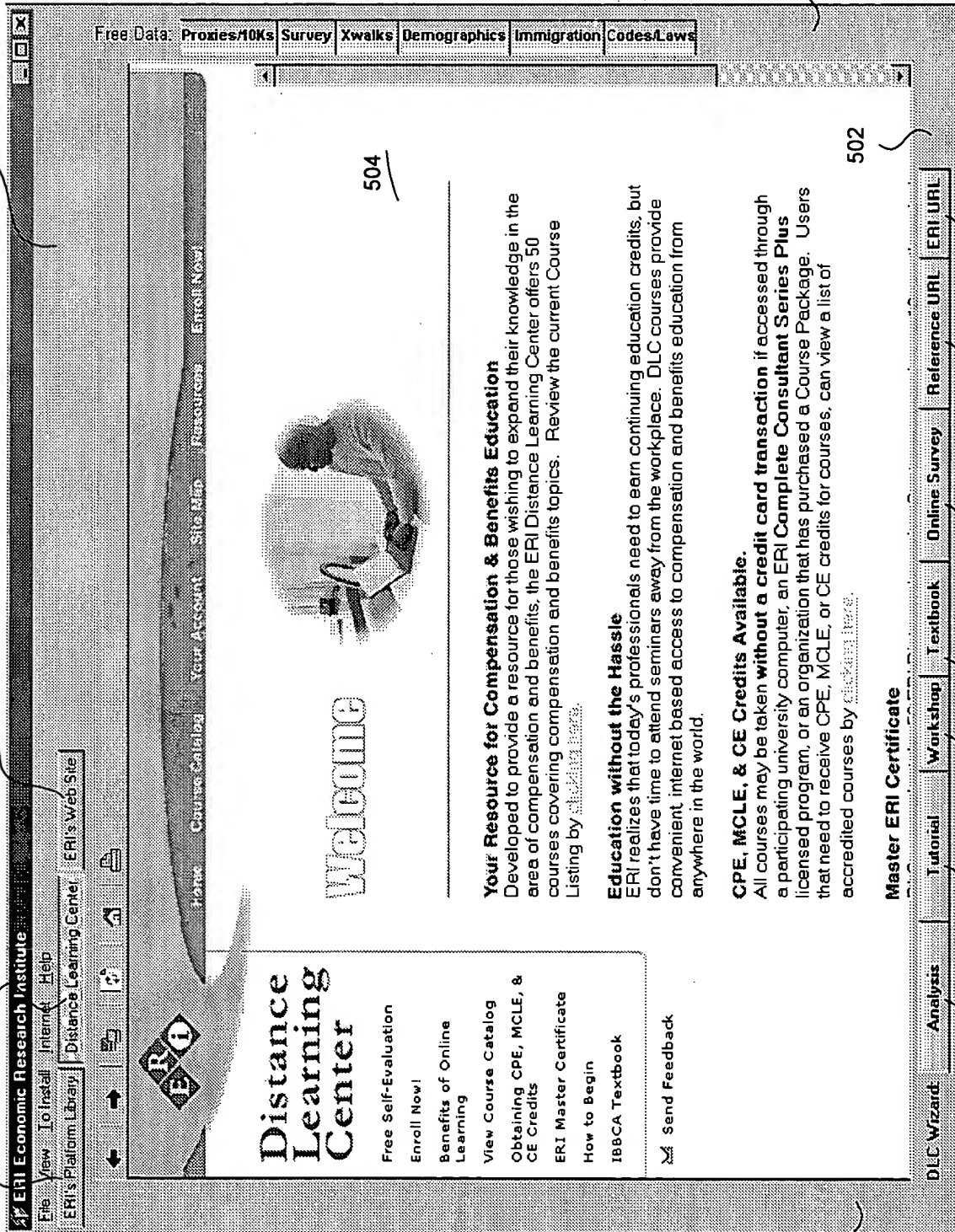


Fig. 6C

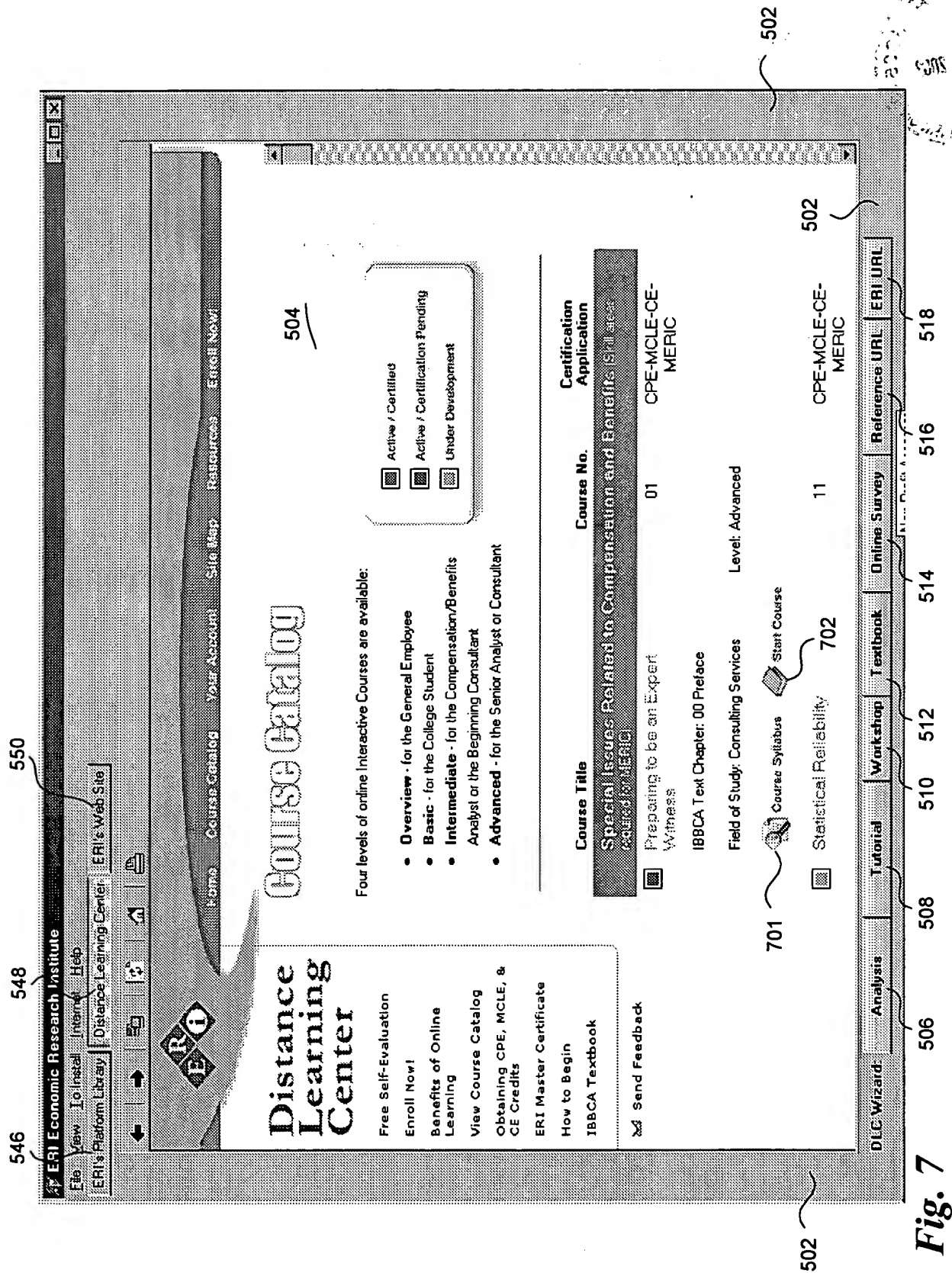


Fig. 7

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ERI Economic Research Institute

File View | Journal | Internet | Help

ERI's Platform Library | Distance Learning Center | ERI's Web Site

← → ↺ ↻ ↵

Home Course Catalog Your Account Site Map Resources ERI's New!



Distance Learning Center

Free Self-Evaluation
Enroll Now!
Benefits of Online Learning
View Course Catalog
Obtaining CPE, MCLE, & CE Credits
ERI Master Certificate
How to Begin
IBBCA Textbook



☒ Send Feedback

COURSE CATALOG

Four levels of online Interactive Courses are available:

- **Overview** - for the General Employee
- **Basic** - for the College Student
- **Intermediate** - for the Compensation/Benefits Analyst or the Beginning Consultant
- **Advanced** - for the Senior Analyst or Consultant

☒ Active / Certified
☒ Active / Certification Pending
☐ Under Development

Course Title	Course No.	Certification Application
Special Issues Related to Compensation and Benefits (all are required for MERIC)		
<input checked="" type="checkbox"/> Preparing to be an Expert Witness	01	CPE-MCLE-CE-MERIC
IBBCA Text Chapter: 00 Preface		
Field of Study: Consulting Services		Level: Advanced
 Course Syllabus		 Start Course
<input checked="" type="checkbox"/> Statistical Reliability	11	CPE-MCLE-CE-MERIC

DLC Wizard | Analysis | Tutorial | Workshop | Textbook | Online Survey | Reference URL | ERI URL

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Fig. 8A

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The screenshot displays a web browser window with the title "ERI Economic Research Institute". The address bar shows "http://www.eri.org/". The browser's menu bar includes "File", "View", "Tools", "Internet", and "Help". The browser's toolbar contains icons for back, forward, home, stop, and print. The main content area is divided into two columns. The left column features a logo for "ERI" and a list of links: "Free Self-Evaluation", "Enroll Now!", "Benefits of Online Learning", "View Course Catalog", "Obtaining CPE, MCLE, & CE Credits", "ERI Master Certificate", "How to Begin", "IBBCA Textbook", and "Send Feedback". The right column is titled "Enrollment" and contains a form with the heading "Please provide the following information:". The form fields are: Contact Name, Title, Organization, Street Address, Address (cont.), City, State/Province, Zip/Postal Code, Country (a dropdown menu showing "United States of America"), Work Phone, FAX, and E-mail. Below the form fields is a section titled "Professional License Information:" with a dropdown menu for "Professional License No.". At the bottom of the page is a navigation bar with links: "DLC Wizard", "Analysis", "Tutorial", "Workshop", "Textbook", "Online Survey", "Reference URL", and "ERI URL".

ERI Economic Research Institute

File View Tools Internet Help

ERI's Platform Library Distance Learning Center ERI's Web Site

Home Course Catalog Your Account Site Map Resources Enroll Now!

Distance Learning Center

- Free Self-Evaluation
- Enroll Now!
- Benefits of Online Learning
- View Course Catalog
- Obtaining CPE, MCLE, & CE Credits
- ERI Master Certificate
- How to Begin
- IBBCA Textbook
- Send Feedback

Enrollment

Please provide the following information:

Contact Name
Title
Organization
Street Address
Address (cont.)
City
State/Province
Zip/Postal Code
Country United States of America
Work Phone
FAX
E-mail

Professional License Information:

Professional License No.

DLC Wizard Analysis Tutorial Workshop Textbook Online Survey Reference URL ERI URL

502

Professional License Information:

502

Fig. 8B

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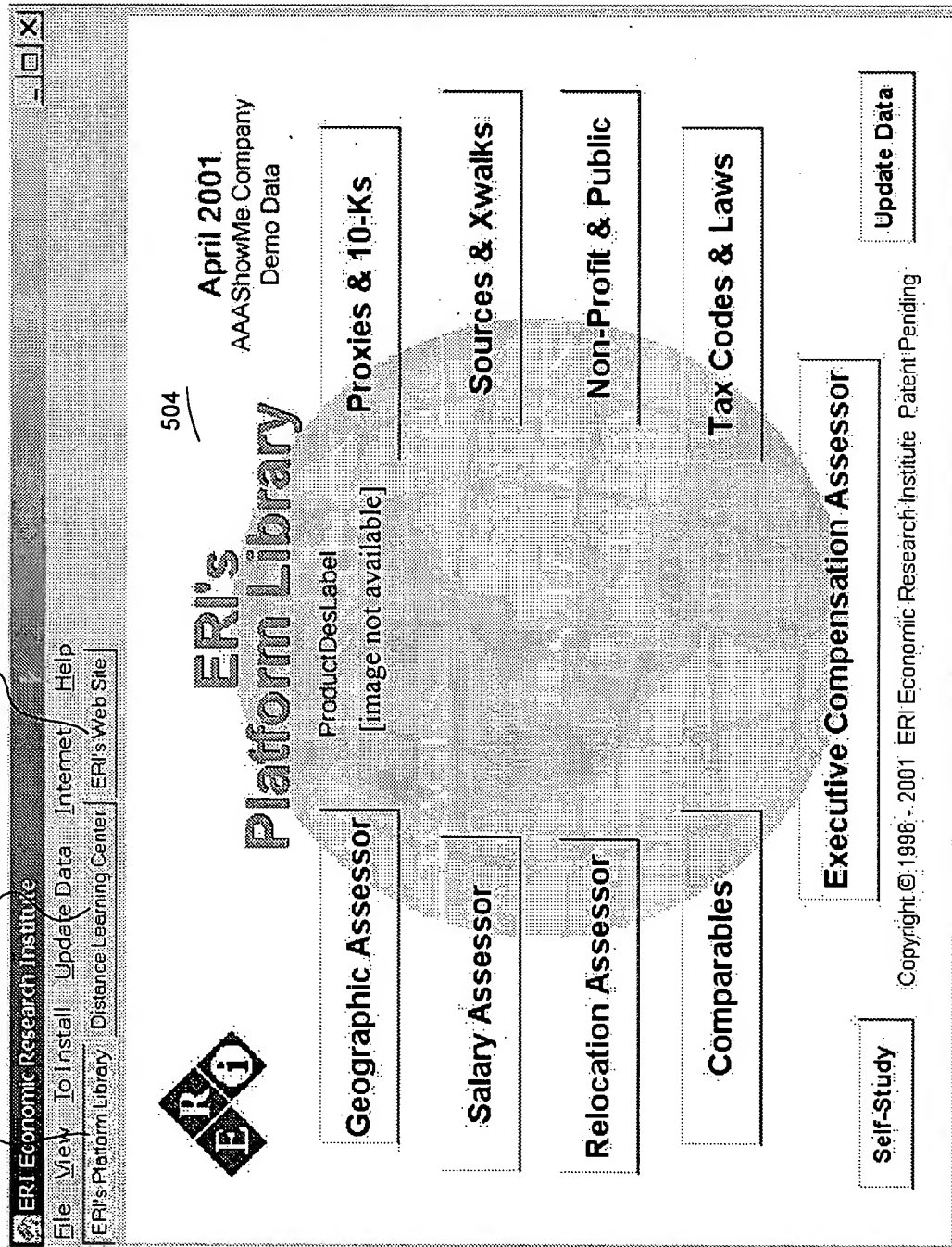
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Fig. 10

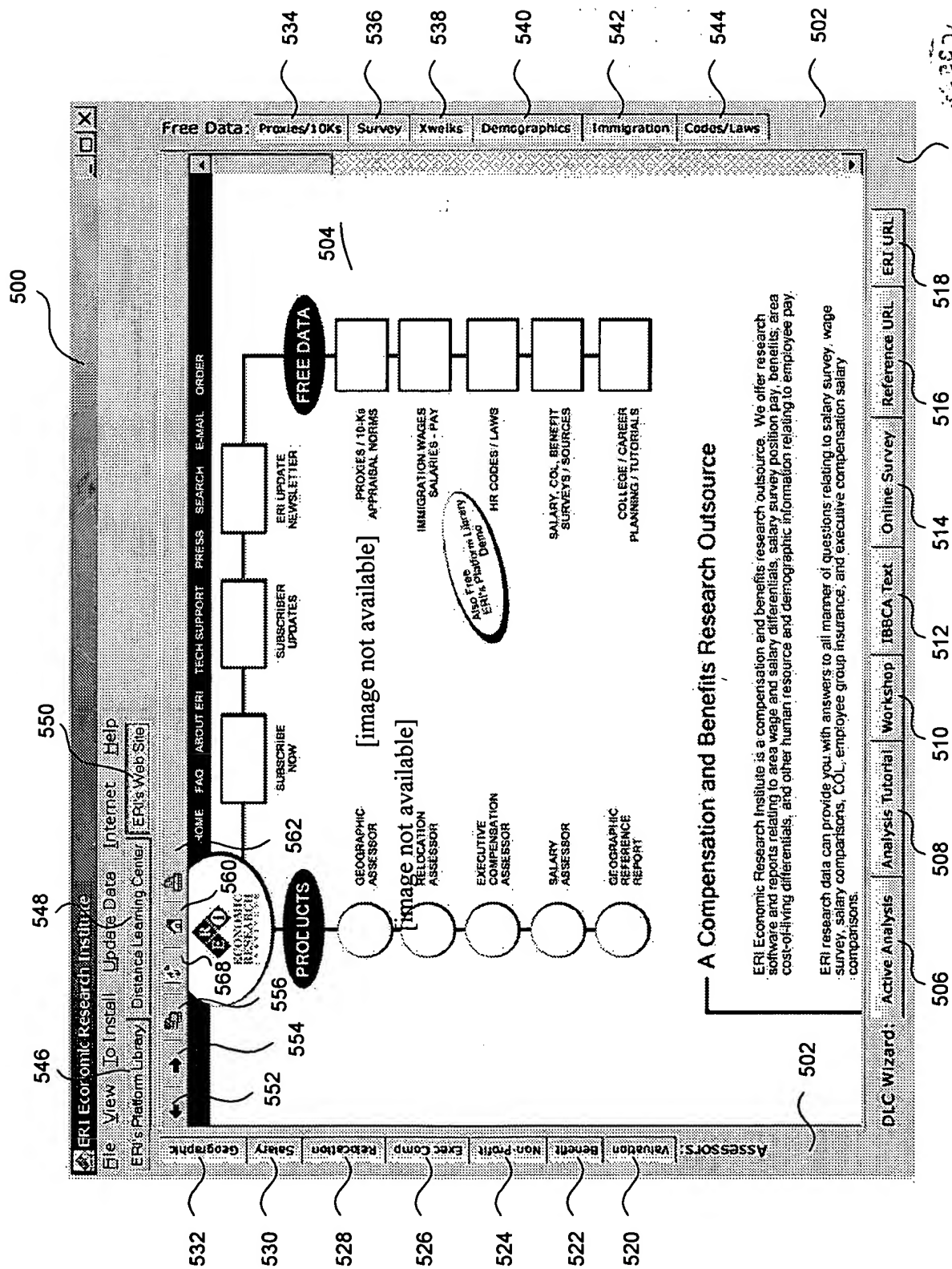


Fig. 11

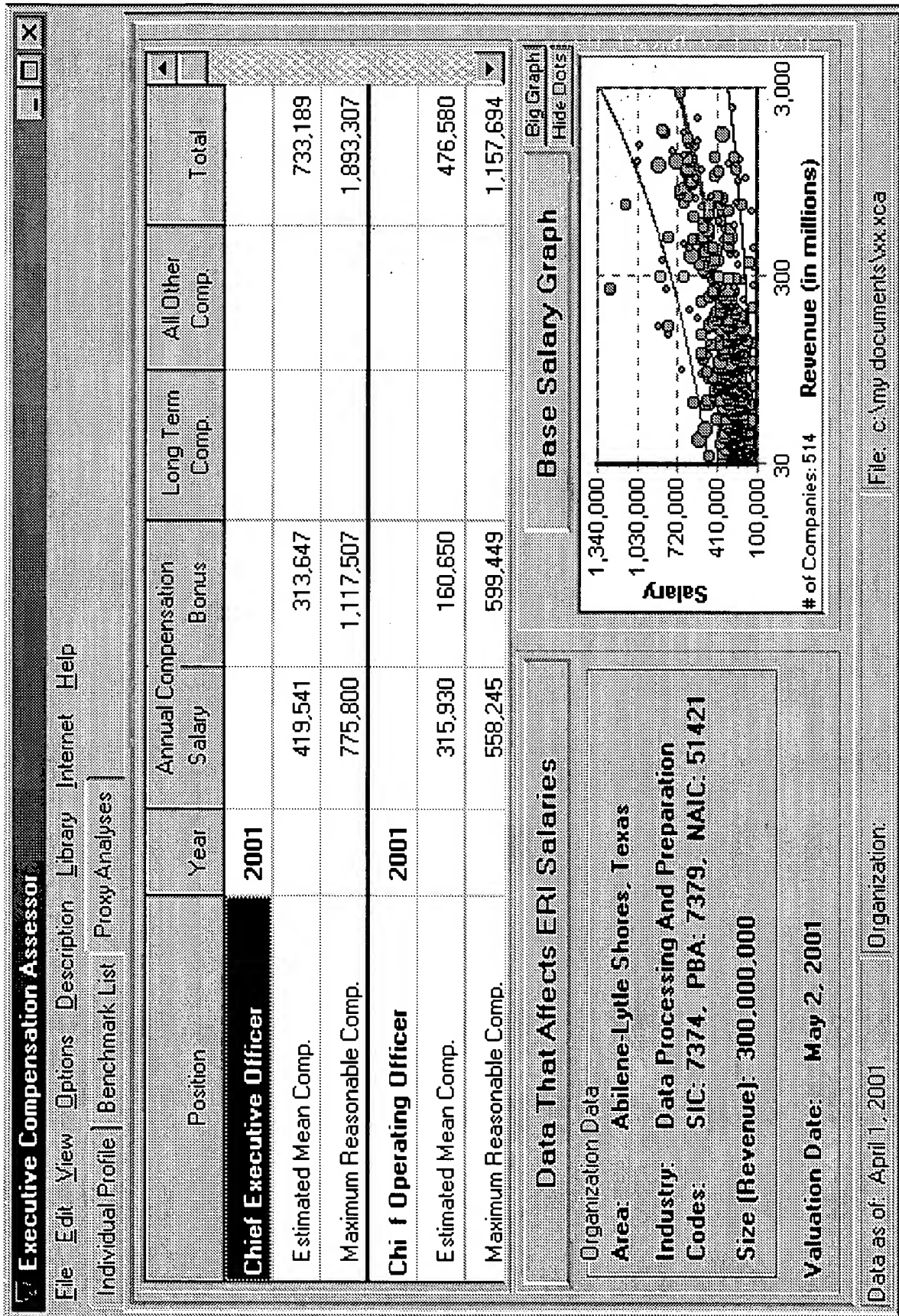
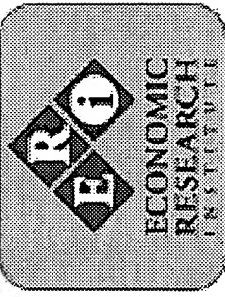


Fig. 12



Next

Back

V1.2



Executive Compensation Analysis

File Edit View Options Description Library (new) Help

Individual Profile Benchmark List Proxy Analysis

Chief Executive Officer 001183117026
00519005 NUC 15

Base Salaries Total Compensation Incentive Custom Table ☐ Show custom table

Annual Total Compensation				
Revenue	10th Percentile	Time Series Mean	75th Percentile	
1,200,000,000	592,841	1,288,784	1,680,932	
120,000,000	304,032	661,070	964,530	
12,000,000	157,253	341,855	495,781	

Annual Total Compensation Graph

On to That Affect Salaries

Organization Data
 Name: Los Angeles, California
 Industry: Household Audio And Video Equipment
 Codes: SIC: 3651, FMA: 3630, NAIC: 33431
 Size (Revenue): 120,000,000

Planning Date: October 1, 2000

Date as of: October 1, 2000 Organization: Far

From the Individual Profile screen, click the tab labeled Proxy Analyses to bring up the Proxy Analyses table.

Fig. 13



ERI Benefit & Compensation Administration Assessor

January 2001

ERI Example

BETA TEST VERSION 1.0

Database Administration

- Employee Human Resources Database
- On-Line Employee Benefit Claims Review
- Benefit & Compensation Plan Database

Benefits Communications

- On-Line Benefit Enrollment/Changes
- Employee Benefit Communications
- Frequently Asked Questions

Planning

- Salary Increase Budgeting/Plans
- Relocation Labor Cost Modeling
- Incentive and Gain Sharing Plans

Compliance

- Employee Benefit 5500 Reporting
- Benefit Plan Discrimination Testing
- Human Resource Codes/Laws

Welcome!

For the last several years, ERI has experimented with Internet-based benefits communications (BenefitsReview.com) and on-line U.S. and Canadian Benefits Surveys (SalariesReview.com). The Benefit & Compensation Administration Assessor is designed to combine the power of these Internet applications and other on-line benefit providers like Aetna and iBenefits, with software applications specifically designed to meet the needs of the Human Resources Administrator.

Please click on a module at left to view more information.

To download and install the latest beta-test version of the Benefit & Compensation Administration Assessor please visit www.eri.com/Subscriber%20Updates/updates.htm.

BenefitsReview.com

[Your HR Intranet Site](#)

[Benefit Assessor \(BDA\)](#)

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Fig. 14

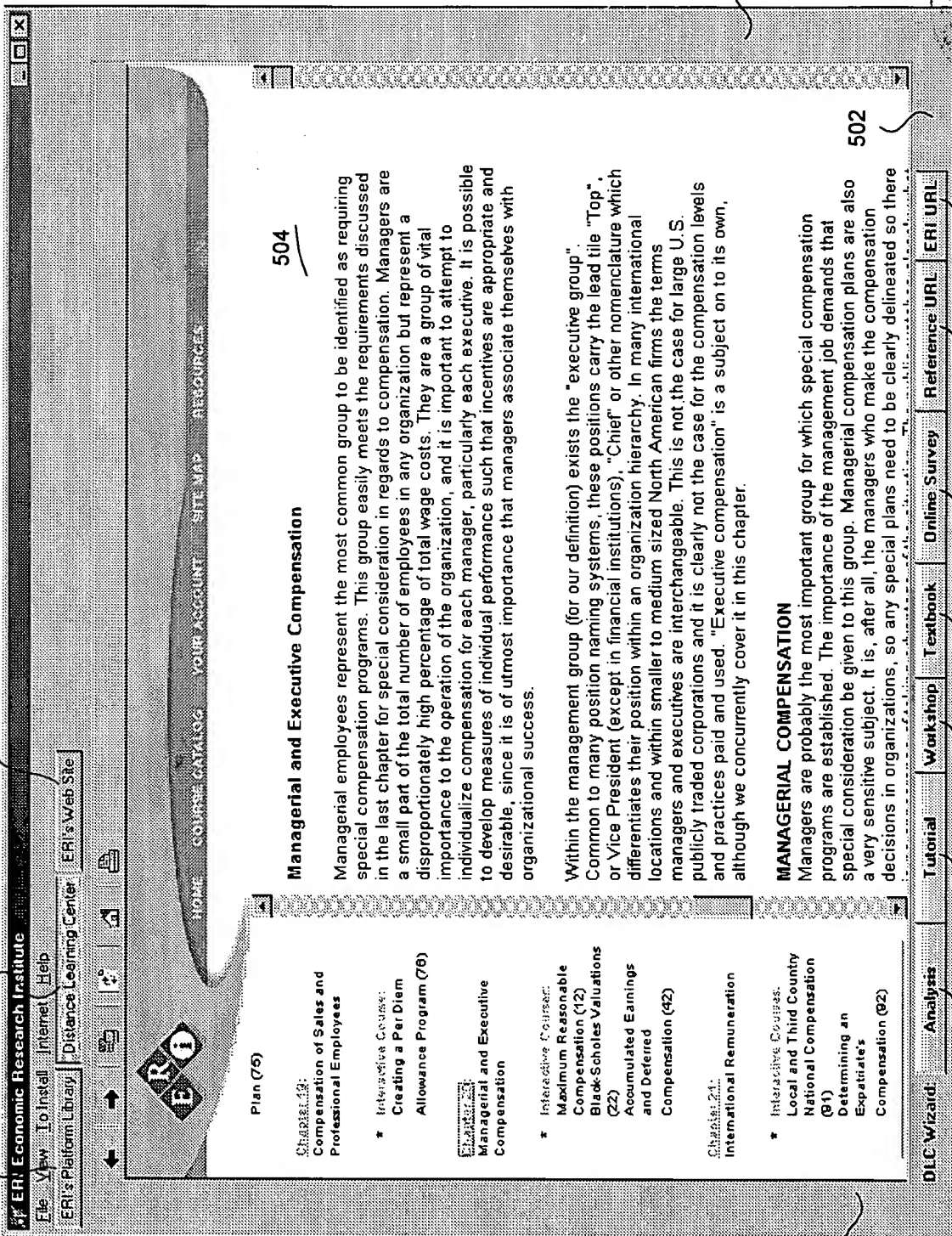


Fig. 15

SalariesReview.com - Compensation and Benefits Data - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites History Mail Print Edit Discuss Del Home

Address http://www.salariesreview.com/surveys/national_pay.cfm?cid=645902&clicker=45987328&id=1&database&list=T Go

Our Story | Surveys | Decision Map | Shopping Cart | Feedback

SalariesReview.com The Business of Pay Information

U.S./Canada Wage & Salary Report

Request a report of "median", "low" and "high" wage or salary, along with an average "bonus" for any one of ~4,000 positions in any of 5,800 U.S. and Canadian locations from this on-line interactive salary survey.

Price US \$18.00

☐ QuickZip ☐ Enter a postal code now to jump to Step 4!

[Example Report](#) [Methodology](#)

Select your area/position. (Wait for the screen to refresh itself after each selection.)

Step 1: Country	United States	<input type="button" value="Go"/>
Step 2: State/Province	Minnesota	<input type="button" value="Go"/>
Step 3: City in Survey Area	Waconia	<input type="button" value="Go"/>
Step 4: Position (5,248 available titles)	Tax Compliance Manager	<input type="button" value="Go"/>

(Select a position that begins with
ABCDEFGHIJKLMNOPQRSTUVWXYZ)

Description - No Position Selected
Alternate Titles

Available Surveys

- U.S./Canada Wage & Salary
- U.S./Canada Cost-of-Living
- U.S./Canada Employee Benefits
- International Remuneration
- International Cost-of-Living
- College Graduate Offer

CPAs click here!
AICPA
Affinity Program Provider

Reduce Cost of Input Data

Fig. 16

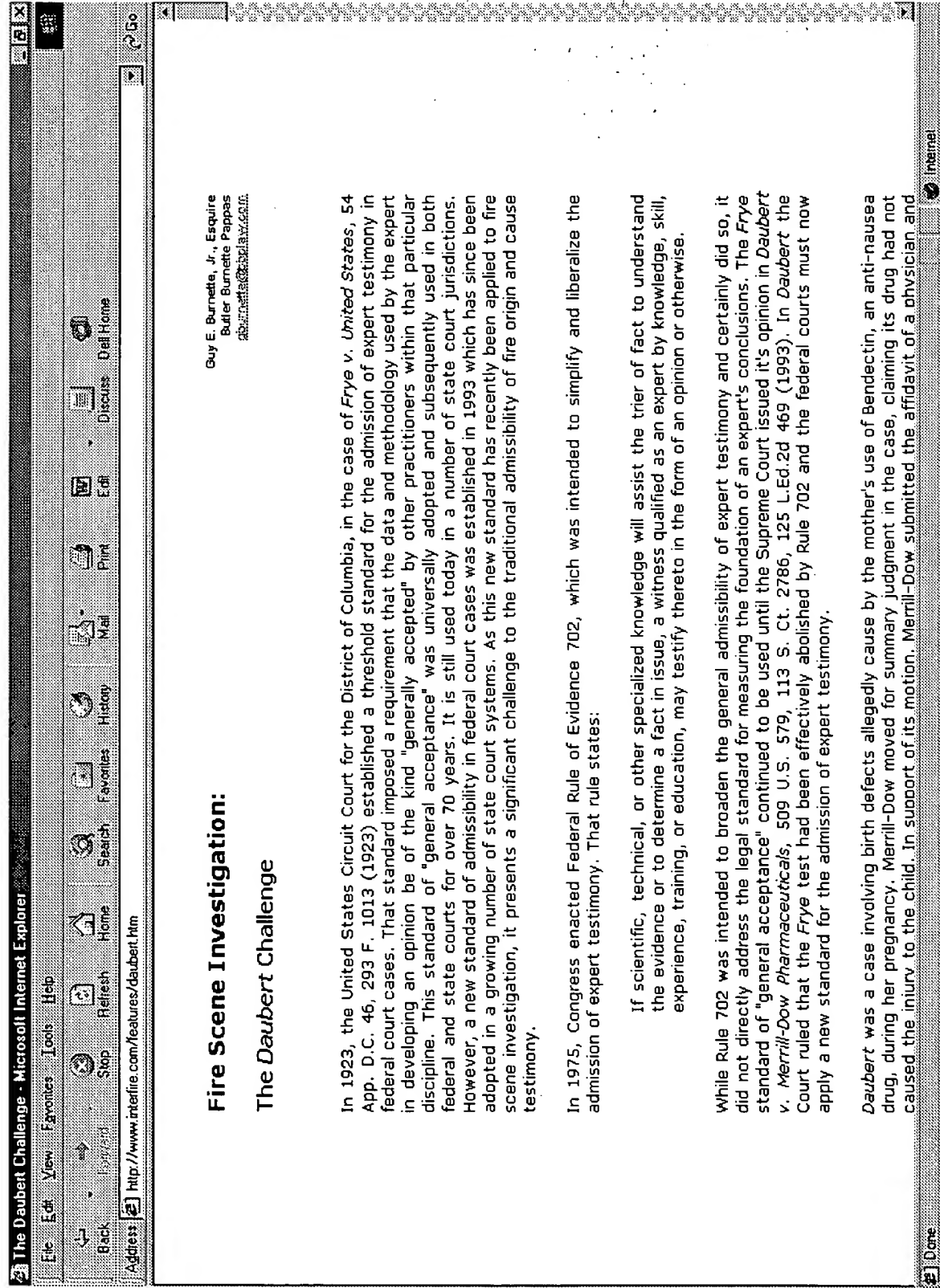


Fig. 17

Human Resources Codes and Laws - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites History Mail Print Edit Disconnect Dell Home

Address <http://www.eieri.com/codes/>

HOME FAQ ABOUT ERI TECH SUPPORT PRESS SEARCH E-MAIL ORDER

Human Resource Codes & Laws

ERL
ECONOMIC RESEARCH
INSTITUTE

Termination Loading

Search

as the Citizenship and Immigration Canada's web site <http://www.cic.gc.ca/english/about/fag/ask%2D16e.html>. These two federal departments are responsible for this policy. The former is responsible for the validation of the offer of employment; the latter is responsible for the employment authorization.

MANITOBA - REMUNERATION
www.SalariesReview.com™ is a recommended source for U.S./Canadian wages & salaries (covering 3,000 positions).

MANITOBA - TERMINATION & SEVERANCE PAY
Notice of Termination by Employer: 1 pay period.

Vacation Pay Upon Termination: 4% of annual earnings; 6% after 5 years.
(Manitoba Labour Standards)

Payment Required: Within 5 days of termination.

MANITOBA - UNEMPLOYMENT TAX
See Canadian Federal [Unemployment Insurance](#)

MANITOBA - VACATION PAY
2 weeks; after 5 years, 3 weeks.
(Manitoba Labour Standards)

MANITOBA - VOTING TIME OFF

Fig. 18